

## Partners in Safety

### Walbridge Aldinger and Barton Malow Form Joint Venture for \$418 Million Detroit Metro Airport Project with the Goal of Zero Injuries for Workers

Walbridge Aldinger and Barton Malow Company joined with the Michigan Department of Labor & Economic Growth (DLEG), the Greater Detroit Building and Construction Trades Council, the Michigan Regional Council of Carpenters and Millwrights, and the Michigan Occupational Safety and Health Administration (MIOSHA) on May 3rd—to sign a major partnership to ensure the safety and health of workers on a Detroit Metropolitan Airport construction project.

#### \$418 Million Investment

Walbridge Aldinger and Barton Malow formed a joint venture, Walbridge Barton Malow (WBM) LLC, to demolish the existing Davey Terminal/Hotel complex at Detroit Metropolitan Airport and create the new North Terminal. Construction is underway to build the 26-gate, 820,000 GSF (gross square foot) North Terminal to process domestic and international flights.

“Walbridge Aldinger and Barton Malow are two of Michigan’s premier contractors and have demonstrated an outstanding commitment to protect their workers,” said DLEG Acting Di-

rector **Robert W. Swanson**. “This \$418 million project will have a major impact on Michigan’s economy—while all partners combine their efforts to protect every worker on the project.”

MIOSHA has a partnership with Walbridge Aldinger for their City of Dearborn Combined Sewer Overflow Contract # 3 project. All partners have worked diligently to protect the workers on that project for nearly 16 months—and to date, there has not been a lost-time accident!

The construction industry is one of the most hazardous industries in Michigan. Only about four percent of Michigan’s workforce is employed in construction—however, construction accidents account for nearly 50 percent of all fatal workplace accidents. All partners are committed to creating an environment where every construction worker goes home healthy and whole every day.

#### Zero Tolerance for Unsafe Acts

“Safety and security are top core values at Detroit Metropolitan Airport,” said Wayne County Airport Authority CEO **Lester Robinson**. “I commend the North Terminal contractors and the state of Michigan for developing this innovative and efficient partnership.”

Signing partners included: **Dennis Jones**, WBM Safety Supervisor; **Charlie Pfeifer**, WBM Project Executive; **Paul Tantalo**, WBM Project Manager; **Mark S. Klimbal**, WBM Safety Director; **Robert W. Swanson**, DLEG Acting Director; **Douglas J. Kalinowski**, MIOSHA Director; **Patrick Devlin**, Secretary Treasurer, Greater Detroit Building and Construction Trades Council;

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*Walbridge Barton Malow subcontractor E. C. Korneff Company is setting up to start sheet pile operations at the North Terminal Project.*

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**Michigan Department of Labor & Economic Growth**

## From the MIOsha Director's Desk

By: *Douglas J. Kalinowski*



## Helping Employers Provide Teens With Positive Work Experiences

Think back to your first job. Most of us began working while we were still in high school, probably serving fast food, busing tables, bagging groceries, working on a farm, or maybe even pumping gas. Do you remember the job safety training that you got when you started? There was probably very little and yet even more needs to be done today.

My first job, when I was 15 years old, was working as a janitor at a middle school. While most of what we did during the school years was sweep floors, clean bathrooms and empty wastebaskets, much of our summertime work involved a lot more. We climbed ladders, painted rooms, washed windows, stripped and waxed floors, cleaned the showers with some very potent cleaning materials and moved a lot of heavy furniture. One summer, we even resurfaced the gym floor with several coats of polyurethane. I didn't have a clue what the stuff was but, I knew that I felt pretty light-headed after spreading it around for a few hours!

(Note: In case you're wondering, with today's requirements under the Youth Employment Standards Act, a minor is not allowed to be employed in a job that involves exposure to hazardous substances. Also 14- and 15-year-olds may paint under limited circumstances, but not from a ladder or scaffold.)

That was more than 30 years ago. Today, while the work that our teens do may be similar in some ways, it often involves equipment and work environments that are much more complex. The knowledge that employers typically expect is often greater than what I needed 30-plus years ago, and the skills needed to operate modern-day equipment is definitely more sophisticated.

### Young Worker Fatalities & Injuries

The National Institute for Occupational Safety and Health (NIOSH) estimates that at least 70 teens die each year on the job in the United States. In Michigan alone, more than 2,500 recordable injuries to teens were reported. (And I suspect that the actual number is probably greater.)

Last year in Michigan, of the 36 MIOsha program-related workplace fatalities, three were teen workers.

- A 15-year-old male was removing a motor and transmission from a vehicle. The vehicle rolled off the pipes that were used to hold it in the air, causing the vehicle to pin him.

- A 19-year-old male was helping move a concrete slab using a gantry crane. The sling broke, causing the concrete slab to fall and strike him.

- A 19-year-old male was working at a ski resort. He was mowing grass using a tractor type grounds keeping mower. The

mower slipped in a ravine, and he was found pinned beneath the roll bar of the tractor.

### New Initiative to Help Young Workers

MIOsha and the Wage and Hour Division within the Department of Labor and Economic Growth have spearheaded a "Young Worker Initiative" to address safety and health and other youth employment issues with our working teens. We will be working with employers, schools and other organizations to increase safety awareness for young workers from the beginning.

Regardless of age, there are two key factors that very significantly help to prevent workplace injuries. These are a positive workplace culture and a clear worker understanding of the hazards faced every day. It includes things like a solid new employee orientation and training program, ongoing supervision and mentoring, clear instructions on performing tasks safely, procedures for reporting safety and health concerns, and clear lines of accountability.

Our initiative will focus on the basics – addressing the most common hazards faced by teens working in food service, retail/sales, office/clerical, janitorial/clean-up work and other settings. These include the following hazards:

- Chemicals;
- Slippery floors, Hot grease, and Cooking Equipment;
- Knives and Sharp Objects;
- Violent Crimes;
- Heavy lifting; and
- Poor Computer or Workstation Design.

### Safety is Second Nature

Secondly, the goal of this initiative is to help our youth gain the knowledge and the understanding of the overall importance of safe practices at work. If we start with workers early in life, they will carry this perspective throughout their working careers. It will help them and their coworkers.

Long-lasting changes start with a good idea and an initial effort. Use of safety belts in vehicles is an excellent example. Forty years ago, most people did not wear safety belts while driving. Even more remarkable, infants usually rode in cars in their mothers' laps!

Today, for most people, especially our young people, wearing a safety belt is "second nature." We must all work together to create this same lasting change in the workplace so that being safe at work is "second nature" for young working men and women.

*Douglas J. Kalinowski*

# Extreme Safety

## Protecting Young Workers is Focus of New MIOSHA Initiative

By: *Martha Yoder*  
*MIOSHA Deputy Director*

Young workers are the focus of a new MIOSHA initiative. The goal is to provide young workers with information on common hazards found in workplaces where teens are typically employed, their rights under MIOSHA, and how to address safety and health issues in the workplace.

### Extreme Safety

A special brochure for youth, "*Extreme Safety: Important Facts for Working Teens*," is now available on line and through the Consultation Education and Training Division (CET) publications library. The brochure provides information on rights and responsibilities under MIOSHA, important safety and health questions to ask when starting a new job, guidance on the types of work appropriate for teen workers, examples of hazards, and where to go for additional information.

A PowerPoint program, "*Extreme Safety*," is also available on the MIOSHA web page or on CD from the CET division. This 31-slide program is intended for audiences of young people who have recently joined the workforce or are about to start a job.

The program provides a solid overview of the important role that each person must play in assuring that work is performed safely. It provides basic information on workplace safety and health requirements and encourages young workers to be proactive in learning the hazards and safeguards of jobs they are assigned to perform. The program also contains information on MIOSHA rights and responsibilities, where to go for help, and examples of teen worker injuries.

A special mailing of the CD and brochure has been sent to all intermediate school districts (ISDs) in Michigan. MIOSHA encourages teachers, job counselors, civic organizations, churches and other groups working with teens to use the program and brochure in their job orientation and readiness programs.

A second publication providing greater information on many of the typical hazards of jobs routinely performed by young workers, along with teen worker case studies is in progress for distribution in the fall to public, charter, vocational and technical high schools, and other trade schools and training centers.

### Work Can Be Dangerous

Most young people work during their high

school years, according to a National Institute for Occupational Safety and Health (NIOSH) report. According to the report, 50 percent of youths between ages 15 and 17 work at some time during the course of a year and 80 percent of students work at least sometime during high school. This summer in Michigan, it is anticipated that more than 340,000 teenagers aged 16 to 19 will be seeking jobs in Michigan, and that nearly 278,000 teens will find summer work.

For many of these teens, their summer job is their first work experience. And while it is a great opportunity to earn money and learn job skills, it can also present hazards and dangers that they may not be trained to address.

NIOSH estimates each year, at least 100,000 young workers nationwide seek treatment in an emergency room for a work-related injury. And, at least 70 young people are killed nationwide on the job each year, which is double the fatality rate of adult workers.

The Michigan Fatality Assessment and Control Evaluation (MIFACE) report on Traumatic Work-Related Fatalities in Michigan for 2004, identifies three deaths of workers under the age of 20. The deaths occurred in Agriculture, Construction, and Accommodation and Food Service Industries.

These tragic statistics highlight the fact that work performed by young workers can be dangerous. Young workers often have little or no work experience to rely on and can be less mature than older workers. They may also be less likely to challenge their supervisors about dangerous tasks and conditions.

### Legal Requirements

MIOSHA urges all who work with young workers to help ensure they have the information, skill, and equipment to perform their work safely.

■ Employers must be knowledgeable of the laws covering child labor and safety, and need to provide safe employment with adequate supervision.

■ Parents are encouraged to take an active interest in their children's employment decisions. This may include a visit to the employer to learn what work their child will be performing.

■ Educators must consider safety when signing work permits and preparing young people for work.

The Michigan Youth Employment Standards Act, Act 90 of 1978, provides for the legal employment and protection of youth, 14 through

17 years of age, who work. Youth are restricted in who they may work for and the type of work they may perform.

The Wage and Hour Division in the Department of Labor and Economic Growth administers the Act. (See their website for types of work that 14- through 17-year-old workers may typically not perform.) Special approval for some restricted work for 16- and 17-year-olds may be authorized. Employers must apply for special approval to the Wage and Hour Division.

### More Information

The MIOSHA program is planning a multi-year initiative that will provide outreach to young workers, educators, parents, and other organizations, on the hazards and safeguards of specific types of work. The goal of the initiative is to increase awareness about workplace hazards to ensure that young workers have the knowledge to safely perform assigned work.

For more information or to obtain the brochure and PowerPoint program, contact **Sherry Scott**, Supervisor, **Consultation Education and Training (CET) Division**, 517.322.1809, or visit the MIOSHA website at [www.michigan.gov/miosha](http://www.michigan.gov/miosha). In addition, CET has consultants who can assist with large group presentations and gatherings.

For more information on types of work, compensation, and permissible hours of work for young workers, contact the **Wage and Hour Division** at 517.322.1825, or visit their website at [www.michigan.gov/wagehour](http://www.michigan.gov/wagehour). ■



*PASSES (Parents for Student Safety Employment Standards), a CET grantee, provides safety and health training to Michigan high school students. Photo by Rebecca Cook.*



## “Take a Stand Day” for Workplace Safety & Health August 16th

MIOSHA will dedicate more than 125 professional staff to visit Michigan high-hazard companies on August 25th, during the second annual “Take a Stand Day.”

This unprecedented campaign offers employers the opportunity to partner with MIOSHA—without fear of fines or penalties—to improve their work environment.

MIOSHA safety and health professionals—including compliance staff, outreach consultants, managers, and supervisors—will provide special, one-on-one consultations.

There will be **no citations or fines** for participating workplaces. However, participants must agree to correct serious hazards.

MIOSHA staff will work with employers to recognize hazardous conditions and to effectively address safety and health issues. MIOSHA staff will focus on areas of direct concern to the employers, including:

- Explain the application of specific MIOSHA rules,
- Conduct a safety & health hazard survey,
- Evaluate the effectiveness of a safety and health system, and
- Provide other technical assistance.

Response to MIOSHA’s first “Take a Stand Day” in 2005 was outstanding! Nearly 200 companies requested a consultation—and the feedback was remarkable!

To request a consultation, please contact the CET Division at 517.322.1809, or visit our website at [www.michigan.gov/miosha](http://www.michigan.gov/miosha).



**ATG Precision Products in Canton participated in the 2005 “Take a Stand Day.”** Front: GISH Manager Elaine Clapp and Sr. Safety Officer Charles Collier. Back: Pat Fitch, Maintenance Manager; David Gibson, Director of Operations; and Eric McDowell, General Manager.

# Workplace Crisis Management

## Developing a Crisis Recovery Plan for All Types of Workplace Emergencies

By: **Kenneth Wolf, Ph.D.**  
**Marilyn Knight, MSW**  
*Center for Workplace Violence Prevention*

### Workplace Emergencies

Recent national and world events have created a priority need for employers to develop crisis management programs to prepare for and to manage crisis events. Both MIOSHA and the Department of Homeland Security have highlighted the need for crisis management programs as a critical preparedness strategy for both terrorist events and workplace emergencies.

Workplace emergencies cover a wide range of events that can cause harm to employees, employers and the community. The Federal Emergency Management Agency (FEMA) describes a workplace emergency as: “Any unplanned event that can cause deaths or significant injuries to employees, customers or the public; or that can shut down your business, disrupt operations, cause physical or environmental damage, or threaten the facility’s financial standing or public image.”

This definition includes terrorism, fire, bombs, technological incidents, HAZMAT events, man-induced tragedies, workplace violence, natural disasters, accidents, loss of computer and proprietary business systems, technological failures, and workplace fatalities and injuries.

Employers and public agencies are now trying to develop more sophisticated health and safety and emergency contingency plans for all types of workplace emergencies that may affect public safety, business survival, people, operations, litigation and organizational image. The concept of “preparedness” and the field of “consequence management” are now priorities for responsible employers.

### Culture of Preparedness

The new intensity and variety of harmful incidents has raised fears regarding preparedness levels for employers and employees to respond to the variety of emergencies that can affect the workplace.

Anticipating workplace emergencies and emergency planning will greatly reduce the potential for harm to employees and customers, business disruption and worker compensation and litigation claims after workplace emergencies.

To help guide employers to develop and/or enhance their existing emergency plans, the *911 Commission Report* recommended a voluntary endorsement of a national preparedness standard and cited National Fire Protection Association (NFPA) 1600 as a standard establishing a common set of criteria and terminology for preparedness, disaster management, emergency management, and business continuity ([www.nfpa.org](http://www.nfpa.org)).

They conclude by saying, “Private sector preparedness is not a luxury; it is a cost of doing business in the post 9/11 world. It is ignored at the tremendous potential cost in lives, money and national security.”



*Workplace emergencies cover a wide range of events that can cause harm to employees, employers and the community.*

MIOSHA has also emphasized the need for preparedness. In November 2004, MIOSHA released the Emergency Management Plan (MEMP). The purpose of the plan is to assure the safety and health of emergency response workers and to provide support in all phases of emergency management operations ([www.michigan.gov/miosha](http://www.michigan.gov/miosha), “Policies and Procedures” link).

### Crisis Management Program

The federal government has developed the National Response Plan (NRP) as a comprehensive, national, all-hazards approach to domestic incident management and is predicated on the **National Incident Management System (NIMS)**. This template seeks to establish uniformity of response to “*Incidents of National Significance*,” which are the domain of the Department of Homeland Security ([www.dhs.gov](http://www.dhs.gov)).

It is important for employers to know that when an emergency affects their business or community, their local emergency responders—police, fire department and offices of emergency management—will respond using the standardized

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# New Targeting Initiative General Industry Reinspections

The General Industry Safety and Health Division (GISHD) will be reinspecting employers during the coming year. The purpose of the return visits is to see whether safety and health measures put in place to satisfy a previous inspection are being maintained.

Workplaces targeted for greater program attention in the MIOSHA Strategic Plan for 2004-2008 will be the focus of the reinspections.

GISHD will be returning to selected workplaces that meet the following criteria:

- A comprehensive inspection was conducted during the current strategic plan;
- At least five hazards classified as "Serious" or "Repeat Serious" are part of the final order record of the inspection; and
- The comprehensive inspection is closed.

Specific workplaces for the return visits have been identified and assignments are being provided to compliance officers.

## Strategic Plan Inspections

The Michigan Occupational Safety and Health Administration (MIOSHA) operates using a strategic plan approach to help identify industries and specific workplaces that can most benefit from a MIOSHA intervention. Through the strategic plan, the program is able to target establishments that have the most problems, and avoid inspecting establishments that are effective in providing safe and healthful work environments. In addition, consultation activities are focused where the greatest potential for improvements exist.

Under the current MIOSHA Strategic Plan, six industries and three injuries/illnesses are identified for priority attention. Below are the SIC and NAICS codes for the strategic plan industries and injuries/illnesses.

## Top Six High-Hazard Industries

1. Furniture Manufacturing  
25/337
2. Primary Metal Manufacturing  
33/331
3. Fabricated Metal Products  
34/332
4. Machinery Manufacturing  
35/333
5. Transportation Equipment Manf.  
37/336
6. Construction  
15-17/23

## Top Three Targeted Injuries & Illnesses

1. Amputations  
SIC/NAICS  
20/311 Food and Kindred Products

- 25/337 Furniture Manufacturing
- 33/331 Primary Metal Manufacturing
- 34/332 Fabricated Metal Products
- 35/333 Machinery Manufacturing
- 37/336 Transportation Equipment Manf.

## 2. Overexertion/Repetitive Motion

All Michigan Industries

## 3. Noise-Induced Hearing Loss

- 25/337 Furniture Manufacturing
- 33/331 Primary Metal Manufacturing
- 34/332 Fabricated Metal Products
- 35/333 Machinery Manufacturing
- 37/336 Transportation Equipment Manf.

## Workplaces Experiencing High Rates

An additional goal calls for increased program attention to specific work locations experiencing high occurrences of worker injuries and illnesses regardless of industry classification.

The goal is to reduce injury/illness rates and overall occurrences by 20 percent over the five years of the plan.

**(Please note:** Construction workplaces are not a part of this general industry reinspection initiative.)

## General Inspections

The return visit assignments are in addition to GISHD's overall targeting list which is prepared using a combination of data sources including workers' compensation, MIOSHA inspection history, employer directories, and information collected through the federal OSHA data initiative.

In addition to comprehensive visits, the division also conducts inspections and investigations in response to employee complaints, referrals, accidents, and fatalities.

Last year the General Industry Safety and Health Division conducted 2,090 inspections, which included 701 comprehensive, 918 complaints, 92 referrals, and 379 other. The inspections identified 9,784 hazards, and assessed more than \$2,774,981 in initial proposed penalties. The inspections covered more than 201,677 employees.

The MIOSHA Strategic Plan is included on our website at [www.michigan.gov/miosha](http://www.michigan.gov/miosha).

For more information on general industry compliance inspections, please contact MIOSHA Deputy Director Martha Yoder or GISHD Division Director John Brennan at 517.322.1817.

(See the article in the MIOSHA News, Winter 2004, "New MIOSHA Scheduling Plan," for more information on how general industry workplaces are targeted for inspection.) ■



Robert W. Swanson

## New DLEG Director

After serving as Acting Director for approximately four months, Robert W. Swanson was appointed by Governor Granholm as Director of the Michigan Department of Labor & Economic Growth (DLEG) on May 30, 2006.

Swanson was a DLEG Deputy Director since February 2003. As Deputy Director, he coordinated and directed various agencies including MIOSHA, the Office of Financial and Insurance Services, the Public Service Commission, Tax Tribunal, Career Development, the Bureau of Commercial Services, and various administrative programs. He was also involved with the development of the state's urban policy agenda, the Land Use Leadership Council, workforce development and economic development initiatives.

DLEG was created by Gov. Granholm to centralize and streamline the state's job, workforce, and economic development functions under one department as a "one-stop shop" for business creation and development. DLEG has more than 3,900 state employees and a budget of \$1.1 billion.

Swanson has spent over 22 years in various management positions with Michigan state government. He has served as Director of Research and Statistics for the Michigan Department of Treasury; as Director of the Office of Planning, Budget, and Evaluation; and as Director of the Budget and Legal Services Administration for the Michigan Department of Social Services.

Prior to joining the Granholm Administration, Swanson served as Director of Finance for the City of Lansing, from 1995 to 2003. He led the team that put together Lansing's financing of Oldsmobile Park, and was an active participant in the Retain GM effort that resulted in two new automobile assembly plants in Lansing.

Mr. Swanson has BA and MA degrees from Michigan State University.



# Noise-Induced Hearing Loss

Noise in the Workplace Continues to be a Significant Cause of Hearing Loss

*By: Adrian Rocskay, Ph.D., CIH  
Safety and Health Manager  
General Industry Safety & Health Division*

Despite being identified as a problem half a century ago, noise in the workplace continues to be a significant cause of hearing loss. In 2004, 1,551 cases of work-related noise-induced hearing loss were reported in Michigan. The actual number of cases is believed to be higher. This is because not all physicians and clinics report their cases, and many cases are never discovered because not all workers receive a hearing test. According to an analysis of health data by Michigan State University, approximately 420,000 people in Michigan have hearing loss from exposure to noise at work.

## I Don't Understand What You're Saying

Hearing loss can have a profound effect on the quality of a person's life. With mild hearing loss, the subtle sounds of music or birds chirping or leaves rustling in the wind are no longer heard. When hearing loss progresses to hearing impairment, it interferes with basic communication. The worker cannot comprehend speech. When this happens, the hearing loss has become a **disability**.

Noise-induced hearing loss compounds the hearing loss produced naturally by the aging process. Thus, people with work-related hearing loss at age 40 or 50 can find themselves with full-blown hearing impairment by the time they re-

tire. In their golden years, they cannot understand what their children or grandchildren are saying. They cannot hear the TV. This can lead to frustration, anger, and paranoia. Self-esteem suffers. Hearing-impaired individuals can become socially isolated and depressed.

One overlooked fact of hearing loss is that it does not only affect the volume of sound. It also affects clarity. The person with hearing impairment may be able to hear but not understand what is being said. Clarity is affected because noise destroys the ability to hear high-frequency sounds such as consonants, which are used to differentiate between words. For example, the words "shop" and "stop" cannot be distinguished.

## Hearing Loss is Permanent

A worker's hearing does not return when the worker is removed from the noise.

Hearing aids can be of some help, but they are not a panacea. Hearing aids restore hearing only partially. They are expensive and may not be covered by health insurance. They may not help with issues related to clarity. Many people find hearing aids uncomfortable, or the sound quality disappointing. These factors may explain why most people with hearing impairment do not wear hearing aids.

Hearing loss has consequences for the employer too. The employee with hearing impairment may not be able to comprehend work instructions. Worse, the employee may not be able to hear danger signals, such as an approaching vehicle.

## The Mighty Earplug

The tragedy of noise-induced hearing loss is that it is easily preventable. Hearing loss can be completely prevented with hearing protection. The most important tool weighs in at one-tenth of an ounce: the mighty earplug. Earplugs prevent noise-induced hearing loss by blocking the harmful sound waves from reaching the inner ear, where they would otherwise destroy the microscopic hair cells responsible for hearing. Other types of hearing protection devices are earmuffs and canal caps, and they are similarly effective. Regardless of what type is used, to be effective, it is essential that the hearing protection be used continuously and worn properly.

Compared to the cost of hearing impairment, hearing protection is cheap. A pair of disposable earplugs can run as low as 30 cents. A pair of earmuffs costs \$25.

## Shared Responsibility

The employer and the employee share in the responsibility to prevent hearing loss. Un-

der MIOSHA regulations, the employer's responsibility is to require and enforce the use of hearing protection by employees. The responsibility for purchasing the hearing protection is likewise the employer's. The noise exposure at which hearing protection becomes a requirement is 90 dBA, measured as an 8-hour, time-weighted average. The duty of the employee is to wear the hearing protection.

The specific regulations for employers with noisy work environments are found in Part 380, Occupational Noise Exposure for General Industry; Part 501 for Agriculture; and Part 680, Noise Exposure for Construction. Parts 380, 501, and 680 each mandate the use of hearing protection above 90 dBA. They also require that engineering and administrative controls be used to the extent feasible to reduce exposures to at or below 90 dBA.

Part 380 stipulates in addition that the employer institute a hearing conservation program. A hearing conservation program consists of noise monitoring, baseline and annual hearing tests, annual noise training, a variety of hearing protection, and posting a copy of Part 380. The requirement for the hearing conservation program kicks in when employee noise exposures equal or exceed 85 dBA, once again, measured as an 8-hour, time-weighted average.

## Free Assistance for Small Employers

Due to limited resources, small employers can have difficulties meeting regulatory requirements. For this reason MIOSHA offers free assistance to small employers. For starters, the noise regulations are published on the MIOSHA website at [www.michigan.gov/miosha](http://www.michigan.gov/miosha). Click on General Industry, Construction, or Agriculture in the "Standards" section.

A handout that summarizes the noise regulations in layman's language can be found on our website. Click on "Publications, Forms & Media" and then on the "Occupational Health" category, and scroll to the "Occupational Noise and Hearing Conservation" listing. There are also links to handouts on noise controls for saw blades, stamping presses, and screw machines, and a handout on hearing loss prevention programs.

The Consultation Education and Training (CET) Division of MIOSHA can help an employer establish a hearing conservation program. The CET consultant can monitor noise levels in your workplace to determine if you are covered by the noise regulations. If you are covered, the CET consultant can assess your compliance with

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*This landscape worker is wearing appropriate hearing protection.*

# Top 25 MIOSHA Serious Safety Violations

By: Lee Jay Kueppers, Safety Consultant  
Consultation Education & Training Division

Work-related injuries and disease continue to take a significant human and economic toll.

According to the National Institute for Occupational Safety and Health (NIOSH), each day, an average of 9,000 workers sustain disabling injuries on the job, 16 workers die from an injury sustained at work, and 137 workers die from work-related diseases.

The Liberty Mutual Research Institute for Safety estimates 3.7 million workplace injuries in 2005 cost businesses more than \$150 million in direct and indirect costs.

## Standards Set Minimum Requirements

The MIOSHA Act requires employers to provide a safe and healthy workplace, free from recognized hazards. The purpose of MIOSHA safety and health standards is to set minimum requirements and provide guidelines for identifying and correcting the hazards contributing to injuries and fatalities.

Worksites that implement the safety standards appropriate to their industry can minimize or eliminate employee exposure to hazards such as:

- Electric shock, electrocution;
- Being caught in or between objects and equipment;
- Being struck by or against objects or equipment;
- Falls, slips, trips, and loss of balance; and
- Exposure to harmful materials.

The MIOSHA program is required to monitor the safety and health conditions in workplaces covered by the MIOSHA Act. Our inspection scheduling system focuses on Michigan workplaces with the highest injury and illness rates. We want to target worksites where we can do the most good.

However, MIOSHA standards must be complied with, whether an employer is inspected or not. Most employers comply with the standards to protect their employees, not simply to avoid the consequences of an inspection.

If during the inspection there are violations found, MIOSHA generates a report that is compiled into citations and sent to the employer. MIOSHA citations can carry monetary penalties and will contain time requirements for correcting the violation(s).

MIOSHA citations are classified according to the seriousness of an injury that might occur if an accident were to happen due to the violation of a MIOSHA standard. A *Serious Violation* is defined as: A hazardous condition exists

that has a substantial probability of causing serious physical harm or death to workers.

## Top 25 Serious Safety Violations

Below are the **Top 25 Serious Safety Violations**. These are the serious violations most frequently cited by the General Industry Safety and Health Division in Fiscal Year 2004 - 2005. The list is compiled by the Consultation Education and Training (CET) Division to help employers identify serious hazards which could result in workplace injuries and fatalities and develop prevention strategies.

The **Top 25** has been presented as a seminar for the past eight years at the Michigan Safety Conference. The seminar provides in-depth information on how employers can provide a safe work environment by complying with MIOSHA standards.

A comprehensive safety and health management system is the best framework to help employers comply with MIOSHA standards. The key elements are:

- Management commitment,
- Employee involvement,
- Workplace analysis,

- Hazard prevention and control, and
- Safety and health training.

Employers are encouraged to analyze their workplace and to adopt a safety and health program that addresses their specific hazards and needs. The CET Division has developed seminars, training activities and other material to provide information on workplace safety and health requirements and best industry practices.

In addition, employers can request a visit from a safety or health consultant to provide training, review programs and make recommendations for improvements. Consultation and training activities are free, voluntary, and performed by a staff separate from the enforcement system.

For inquiries regarding compliance and enforcement, contact the **General Industry Safety Division at 517.322.1831**.

For inquiries about education and training services, contact the **Consultation Education and Training (CET) Division at 517.322.1809**. The list of serious violations, with standard definitions, can also be obtained by calling the CET Division.

## Top 25 Serious Safety Violations

By: Number of Serious Violations

Michigan: October 1, 2004 - September 30, 2005

Rank	Part	Standard	Description	Violations
1	85	1910.147 (c)	<b>General</b> (Lockout Program)	387
2	7	727(1)	<b>Guards for Power Transmission:</b> Belts	308
3	39	1910.303 (g)	<b>General Requirements</b> (Guarding of live parts)	226
4	33	3312 (1)	<b>Personal Protective Equipment:</b> Face & eye protection	197
5	1	34 (9)	<b>General Provisions:</b> Machine guarding for pinch point	162
6	92	1910.1200 (e)	<b>Right to Know Program:</b> Written haz-comm program	151
7	2	213(2)	<b>Guards for open-sided floors, platforms:</b> Stand. Barriers	145
8	154	4080.1011	<b>Duties of the Employer:</b> General Duty Clause	119
9	7	731 (1)	<b>Guards for Power Trans:</b> Gears, sprockets, & chn. drives	118
10	1	34 (3)	<b>General Provisions:</b> Machine guards/point of operation	100
11	21	2154 (1)	<b>Powered Industrial Trucks:</b> Permits	100
12	26	2635 (1)	<b>Metalworking Machinery:</b> Metal band saws (vertical)	96
13	33	3308 (1)	<b>PPE:</b> Hazard assessment & equipment selection	86
14	21	2176 (1)	<b>Powered Industrial Trucks:</b> Loading trucks, trailers & rail	82
15	14	1442 (2)	<b>Conveyors:</b> Belt conveyors	70
16	7	722(1)	<b>Guards for Power Transmission:</b> Shafting	54
17	90	1910.146 (c)	<b>Permit Required Confined Spaces:</b> General requirements	54
18	7	716	<b>Guards for Power Transmission:</b> Rev. & reciprocating parts	52
19	14	1421 (4)	<b>Conveyors:</b> Design provisions for guarding	51
20	2	220 (1)	<b>Floor &amp; Wall Openings, Stairways:</b> Access to other elev.	50
21	1	15 (3)	<b>General Provisions:</b> Housekeeping maintain floors	46
22	1	34 (8)	<b>General Provisions:</b> Guarding for fans	43
23	1A	187 (1)	<b>Abrasive Wheels:</b> Guarding	41
24	27	2722 (2)	<b>Woodworking Machinery:</b> Circular saw guarding	38
25	92	1910.1200 (h)	<b>Right to Know Program:</b> Employee inf. & training	35

# When It Gets Hot

## Heat Hazards in the Workplace

By: Sundari Murthy, M.Sc., M.S., CIH  
Health Supervisor  
General Industry Safety & Health Division

Many workers spend some part of their working day in a hot environment. Workers in foundries, laundries, construction projects, bakeries, steel mills, forging and plating plants, electric utilities, chemical plants, and commercial kitchens—to name a few industries—often face hot conditions which pose special hazards to safety and health.

Many of these work environments reach temperatures of more than **100 degrees** on hot and humid days!

These employees need protection from heat stress throughout the year, more so in summer. This article lists elements of a good heat stress program that employers can use to ensure that employees are not affected by heat-related illnesses.

MIOSHA does not have a specific standard for dealing with heat stress, however general guidelines are available since heat stress is a recognized hazard. A general duty citation is issued if an employer does not furnish “a workplace free of recognized hazards that are likely to cause, death or serious physical harm to the employees.”

The combination of heat, humidity and physical labor can lead to fatalities. Nationally in 2004, 18 workers died and 1,520 others experienced heat-related occupational injuries and illnesses serious enough to miss work. MIOSHA has investigated many heat-related illnesses and fatalities. Below are three recent case studies that illustrate heat hazards.

### Heat Hazard Case Studies

#### Case Study #1: Manufacturing—Hospitalizations

Employees were working inside a manufactured home or “box,” where heaters were used to accelerate the drying process. Two employees passed out after working in the hot environment. The first employee was found passed out while sanding and painting in the “the box.” The other employee was doing heavy physical work, block sanding, on stilts.

Employee interviews indicated that this employee became disoriented, light headed, nauseated, and sweated excessively—and may have over exerted himself, since he did not take

adequate breaks. MIOSHA monitoring found temperatures as high as 116° F WBGT (wet-bulb globe temperature) inside the “boxes.” Both employees were sent to the hospital and treated for heat stress. One employee had heat syncope.

A general duty citation was issued to this employer. The citation required the employer to institute engineering controls to reduce employee exposure, train employees on heat stress, conduct periodic environmental measurements, pro-



**Good Example—Aleris International's Coldwater South Plant, a MIOSHA SHARP Award company, has an effective heat stress program and provides**

vide adequate work/rest regimen, and allow acclimatization to hot working conditions.

#### Case Study #2: Restaurant—Fatality

MIOSHA conducted a fatality investigation at a workplace where an employee had worked as a dishwasher in a restaurant for a long period of time. The investigation revealed that the employee was exposed to hot air and steam from the dishwasher, since the exhaust was not functional. There were other sources of radiant heat in the kitchen, such as grills, broilers, and heat lamps. The employee was overweight and was reportedly red-faced during his nine-hour shift.

Employee interviews indicated the employee worked without taking adequate breaks and routinely drank cola rather than water. He collapsed within a few blocks while riding his bicycle home. He never regained consciousness and died a few days later from heat stroke. Other employees were also affected, with one employee vomiting earlier in the evening. A general duty citation was issued for lack of any basic heat stress program elements, including no employee training to recognize heat stress symptoms.

#### Case Study #3: Automotive Parts Manufacturing—Loss of Consciousness

Five employees succumbed to heat exhaustion while working with hot presses and molds in a parts manufacturing facility. One of them felt dizzy, weak and lost consciousness. According to the ACGIH guidelines, work conditions at this facility required employees to work 75 percent and rest 25 percent each hour. This regimen was not implemented.

The MIOSHA investigation revealed that the employee who lost consciousness had worked six hours with two 10-minute breaks and a half hour lunch. A general duty citation was issued to this employer for not establishing and implementing a heat stress program with engineering controls, training, work/rest regimen, and acclimatization.

### Heat-Related Illnesses

Four environmental factors affect the amount of stress a worker faces in a hot work area: temperature, humidity, radiant heat (such as from the sun or a furnace) and air velocity.

Perhaps most important to the level of stress an individual faces are personal characteristics such as age; weight; physical fitness; medical condition and medications; and acclimatization to the heat.

As described in the above case studies, heat-related illnesses can vary in severity from a simple heat rash to heat stroke.

■ An unacclimatized employee may experience **heat fatigue or heat collapse** when the brain does not get enough oxygen.

■ **Heat cramp** occurs due to electrolyte imbalance when an employee works hard in a hot environment and sweats a lot.

■ **Heat exhaustion** results in an employee experiencing headache, nausea, dizziness, or fainting. This can be dangerous if an employee is operating machinery.

■ **Heat stroke** occurs when regulation of the body temperature fails and the core body temperature increases. The primary symptoms are confusion, irrational behavior, loss of consciousness, convulsions, lack of sweating (usually), hot, dry skin, and an abnormally high body temperature. **Heat stroke** is a medical emergency and can be **fatal**.

*Cont. on Page 19*



# Agricultural Field Sanitation

By: Harvey Johnson, CIH  
Industrial Hygienist  
General Industry Safety & Health Division

Each year tens of thousands of seasonal and migrant workers perform hand labor in fields across Michigan. These employees help plant, prune, harvest and tend the fruits, vegetables and flowers that make Michigan an agricultural leader. The work is often back breaking and the conditions are whatever the weather brings.

According to Federal OSHA, farm workers experience a risk of heat-related illness that is the highest rate for any occupation. Heat-related illness can, at least partly, be minimized with adequate consumption of water. For more information on heat-related illness refer to the article "When it Gets Hot: Heat Hazards in the Workplace" on Page 8.

## Field Sanitation Standard

MIOSHA standard, **Part 500, Field Sanitation**, affords hand labor agricultural employees adequate drinking water, toilets and hand washing facilities.

The law, which is equivalent to the federal law, requires employers of 11 or more field workers to provide toilets, potable drinking water, and hand washing facilities to hand laborers in the field; to provide each employee reasonable use of these; and to inform each employee of the importance of good hygiene practices.

These basic health provisions were also added into the MIOSHA Act in 1991 (Section 14n), so that basic sanitation and drinking water are required for even one field employee. Agricultural employers are required to provide, at no cost to hand labor employees, all of the following.



*Recent conditions resulting in Part 500, Field Sanitation, violations for lack of toilet paper, lack of sanitary conditions and lack of hand washing facilities.*

## Drinking Water

Drinking water must be potable and in locations readily accessible to all employees. Potable means clean and safe according to Michigan drinking water standards. Fresh water must be provided daily in suitable containers. Where 11 or more employees are present, the water must be suitably cool for the temperature conditions and dispensed by single-use cups or by fountains.

## Toilet and Hand washing Facilities

Toilet and hand washing facilities must be provided whenever work time plus transportation time to and from the field exceeds three hours. One toilet and one hand washing facility must be provided for each 20 employees. Hand washing facility means providing an adequate supply of potable water, soap and single-use towels. Water-less soap products are **not** acceptable alternatives to water, soap and towels.

Toilet facilities must be ventilated and screened, have self-closing doors lockable from the inside, and constructed to insure privacy. Toilet facilities shall be operational and include an adequate supply of toilet paper. These facilities must be located together and as close as practical to work locations (no more than 1/4 mile) where possible.

Where due to terrain it is not feasible to locate facilities within 1/4 mile, the facilities shall be located at the point closest vehicular access. Where 10 or fewer employees are present, these facilities must either be provided by the employer or readily available to the employees by using employer furnished transportation.

All facilities must be maintained in a clean and sanitary condition and waste shall be disposed of in an appropriate sanitary manner. Employers must inform employees of the location of facilities and allow employees reasonable opportunity to use them.

Where there are 11 or more employees, the employer shall inform all employees of the importance of good hygiene practices to minimize adverse health effects from heat, diseases, retention of urine, and agrichemicals.

## MIOSHA Inspections

**Part 500, Field Sanitation**, is brief and does not contain information specific to all situations.



*Each year tens of thousands of seasonal and migrant workers perform hand labor in fields across Michigan.*

However, employers are expected to know the law and make reasonable efforts to provide basic sanitation facilities and drinking water to all field workers.

If employees or employee representatives believe a violation exists, they have the right to file a complaint and request a MIOSHA inspection without having their identity revealed. If a MIOSHA inspection determines a violation, a citation will be issued and the employer will be required to provide documentation that the violation has been abated. If a violation could cause employee death or serious illness, a monetary penalty may also be issued.

## Federal Worker Protection Standard

The federal **Worker Protection Standard (WPS)** contains water and hand washing requirements for both agricultural workers and pesticide handlers that are slightly different than the Part 500 requirements.

For example, if employees handle or apply pesticides, agricultural employers will also need to be familiar with additional requirements including emergency whole-body washing and eye flushing under the WPS. The WPS protections must be provided regardless of the number of employees. The **Michigan Department of Agriculture (MDA)** administers the (WPS).

## For More Information

For more information on the worker protection standard, contact the, **MDA Pesticide and Plant Pest Management Division** at 517.373.1087 or go to the MDA website, [www.michigan.gov/mda](http://www.michigan.gov/mda).

For more information and a copy of Part 500, Field Sanitation, call the **MIOSHA General Industry Safety & Health Division** at 517.322.1831, or go to the MIOSHA website, [www.michigan.gov/miosha](http://www.michigan.gov/miosha), and click on Agricultural Standards. ■

# MIOSHA Customer Comment Cards

MIOSHA is actively seeking feedback from employers and workers on the usefulness of both consultation and enforcement interventions.

As part of MIOSHA's five-year strategic plan, the program is continuing efforts to ensure that all visits to workplaces provide information and assistance that help create safer and more healthier work environments for Michigan's working men and women.

## Developing Program Excellence

MIOSHA Strategic Plan Goal #3 calls on the program to, "Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services." This goal challenges the agency to foster program excellence and confidence through effective delivery of MIOSHA services, as evidenced by 90 percent of employers and workers receiving a MIOSHA intervention rating their experience as "useful" in identifying and correcting workplace hazards and exposures.

During Fiscal Year 2002, all MIOSHA enforcement divisions, the consultation program, and the standards and data information sections, distributed a one-page survey to obtain feedback on how the program was doing in providing high-quality services, delivered with integrity, and relevant to those interacting with the agency. In all, more than 4,500 surveys were mailed to employers, employees and their representatives across the state, with 672 usable surveys returned for a 15 percent rate.

The survey results indicated that overall the program was doing well, but still had opportunities to improve to reach the 90 percent mark in all survey areas. Areas of specific concern related to MIOSHA effectiveness: in bringing about improvements in the workplace, in the ability to address specific concerns, and in the overall quality of programs and services. (See the MIOSHA News, Winter 2003, "Customer Survey," for a summary of the survey findings.)

An internal work group comprised of representatives from all divisions and levels was given the charge to review the survey results and develop an action plan to further improve programs and services. Some of the initiatives have included more joint training for compliance and consultation staff, revisions of documents and manuals to increase consistency, and greater availability of information on the MIOSHA website.

## Seeking Customer Feedback

A MIOSHA enforcement field representative on the work group suggested seeking comments directly from employers and workers at the time of a MIOSHA inspection or consultation and again when enforcement cases are closed. This suggestion received strong support from MIOSHA staff and was implemented with issuance of an agency instruction on April 24, 2006.

The purpose is to provide a system to obtain customer feedback on the level of services provided by MIOSHA staff and also to obtain constructive comments and suggestions on how to improve program operations. The postage-paid cards simply ask for feedback on the usefulness of the experience and comments/suggestions.

Completed cards are returned to the Management and Technical Services Division (MTSD). The division compiles information, and then returns the cards to the appropriate division and field staff person. Information is collected in a summary manner and used to determine whether there is a trend of comments that could call for program modifications or as a signal for additional staff training or information.

During our first month, MIOSHA received 84 cards back. Over 97 percent of the responses noted that our intervention was "useful." Most responders included personal comments about their experiences.

MIOSHA will use the feedback provided to continue efforts to improve programs and services in achieving the agency overall goal of ensuring that working men and women have a safe and healthful environment.

Additional customer feedback is welcome. Please feel free to provide feedback and your suggestions by contacting **Doug Kalinowski, Director**, or **Martha Yoder, Deputy Director**, at 517.322.1814, or via email to [mioshainfo@michigan.gov](mailto:mioshainfo@michigan.gov). ■



**MIOSHA Comment/Suggestion Card**

**MIOSHA**

**How Did We Do?**

**How would you rate your overall experience with MIOSHA?**

☐ USEFUL
 ☐ NOT USEFUL

**Comments/Suggestions:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Company & Location:** \_\_\_\_\_

**MIOSHA Representative(s):** \_\_\_\_\_

**Division:** \_\_\_\_\_ **Date:** \_\_\_\_\_

*MIOSHA Mission: Help assure the safety and health of Michigan workers*

## OCCUPATIONAL HEALTH INDICATORS

The Michigan Department of Community Health (MDCH), in collaboration with Michigan State University, is pleased to announce the release of the report "*Thirteen Indicators of the Health of Michigan's Workforce*."

This study examines state and national trends from 1990 to 2003 for 13 nationally developed occupational health indicators. Michigan is the first state in the nation to perform a comprehensive analysis of occupational health using these indicators.

Among the findings of the report:

- There were no occupational health conditions for which Michigan rates increased over time and consistently exceeded national rates.
- Michigan rates were less than national rates for seven of the 13 indicators, including work-related injury deaths, hospitalizations for all conditions, hospitalizations for burns, elevated blood lead levels, pesticide poisonings, and pneumoconiosis deaths and hospitalizations.
- Michigan rates increased for work-related lung diseases pneumoconiosis and mesothelioma. Of particular note was asbestosis: hospitalization rates increased 26.5 percent over the study period.
- Michigan rates consistently exceeded national rates for amputations, carpal tunnel syndrome, and musculoskeletal disorders of the neck, shoulder and upper extremities.

The report recommends more in-depth analyses of conditions noted in the last two bullet points. Such analyses may indicate opportunities for targeted interventions to reduce risk.

An online version of the report can be found under the "Occupational Health" heading within the MDCH Division of Environmental and Occupational Health website: [www.michigan.gov/mdch-toxics](http://www.michigan.gov/mdch-toxics). To request a hard copy version, contact Tom Largo at 517.335.9647 or [LargoT@michigan.gov](mailto:LargoT@michigan.gov).

This report will be updated annually and made available at the website listed above.

# 76th Annual Michigan Safety Conference

The **Michigan Safety Conference (MSC)** welcomed nearly 5,000 attendees to their 76th annual conference on April 18th and 19th. Since 1928, the conference has educated Michigan business and industry in the latest developments in safety and health.

The safety profession is progressing through some dynamic changes. In the twenty-first century, the changing functions of the safety practitioner will require greater management and business skills, flexibility for change and improved technical skills in the fields of safety, human behavior, and technology.



*Quenten Yoder  
CET Safety Consultant*

"Those responsible for safety must demonstrate the value they bring to their organizations," said **Darryl C. Hill**, CSP, MSC President and North American Safety & Health Officer, ABB Inc. "Problem solving, demonstrating a return on investment, and continuous improvement are key competencies that safety practitioner must use effectively in today's business climate."

Each year more than 150 dedicated volunteers of business, industry and government leaders from across the state, put immense measure into making the conference an outstanding learning opportunity for attendees.

Over 200 exhibitors showed products and services related to: Industrial Hygiene, Insurance, Fire Safety, Protective Apparel, Safety Glasses, Ear Protection, Safety Shoes, Noise Control, Gas Detection, Fall Protection, Safety Training Programs and much more. There were also live demonstrations in the exhibit hall.

More than 120 educational programs were held, including seminars on: Communications during Emergencies, the Aging Workforce, Food Service Security, Cybercrime, Personal Protective Equipment, AED and Cardiac Arrest, Green Buildings, Mold, Traffic Safety, and much more.

Each year nearly 100 MIOSHA safety and health professionals and support staff are involved in seminar planning and implementation. MIOSHA seminars this year included: An Update by MIOSHA Director **Doug Kalinowski**; Construction Safety and Health Enforcement Update; Informal MIOSHA Construction and Asbestos Panel; Keeping Workers Safe when the Unthinkable Happens: MIOSHA's Disaster Response Team; NORA/NIOSH Forum on Aerosol Characterization: Hard Rock Mining to Nanotechnology; Silica the Silent Killer; Flexibility at Work: The Ergonomic Solution; Top 25 General Industry Safety Violations; Taking Control: Successfully Integrating a Safety and Health Management System; Beam Me up Scotty: Safely Lifting People with Aerial Lifts and Fork Trucks; and What You Don't Know Can Hurt You: Michigan's Bedliner Initiative.



*Alfred Franzblau, M.D.  
University of Michigan*

MIOSHA encourages anyone associated with safety and health to become a part of the conference. It will provide a valuable opportunity to network and exchange ideas and information with safety and health professionals from across the state. For information on the conference, or to volunteer, call: 517.630.8340.



*Cindy Zastrow  
CET Health Consultant*

## Distinguished Service Award

**Richard "Rick" Mee**  
Director of Safety Services  
AGC Greater Detroit Chapter

Rick Mee has been active in the Michigan Safety Conference (MSC) for over 20 years. He has served as Chair of the Construction Division since 1995, and has served on the MSC Board of Directors since 2000.

Rick has worked in the construction industry for over 40 years and in construction safety for over 30 years, serving as a Safety Officer for MIOHSA since 1973. In 1993, he became Assistant Chief and then Chief of the MIOHSA Construction Safety Division. He began his current position with the AGC Detroit Chapter in January 2006. He is frequently sought after as a speaker to industry and labor groups and creates an atmosphere of learning for those affected by MIOHSA regulations.

Rick's respect by both labor and management groups is unprecedented. He has been innovative in his role as MIOHSA Chief of the Construction Safety Division, overseeing advisory committees, partnership and alliances.

MIOSHA congratulates Rick on this well-deserved recognition!



*Richard "Rick" Mee, and Darryl C. Hill,  
MSC President.*

## Safety Leadership Award

**Tenneco, Inc.**  
Litchfield Facility

The Tenneco Litchfield facility received the Safety Leadership Award, which recognizes their leadership commitment, as well as sustainable results for environmental, health and safety excellence in the workplace.

"We are honored to be a part of this unique program," said Mike Marten, Litchfield plant manager, Tenneco, Inc. "We are committed to safe practices because our associates are our most valued asset."

Award criteria include: employing a minimum of 300 regular employees; reducing recordable/lost work day injuries over the most recent five-year period; showing management commitment; educating employees in safety; hazard prevention/control; and community service commitment.



*Tim Gordon, AJ Hale, Mike Marten, and  
Frans Bentlage.*

Tenneco is a \$4.4 billion manufacturing company with headquarters in Lake Forest, Illinois and 19,000 employees worldwide. Tenneco is one of the world's largest manufacturers of emission control and ride control products and systems for the automotive market. The Litchfield facility produces emission control components for original equipment manufacturers.



# CET Awards

**MIOSHA recognizes the safety and health achievements of Michigan employers and employees through CET Awards, which are based on excellent safety and health performance.**

## Sara Lee Bakery – Traverse City

On February 15th, the Sara Lee Food and Beverage Traverse City facility received the **CET Platinum Award** from MIOSHA.

Sara Lee Food and Beverage has logged an unprecedented nine million work hours and nearly eight years without a lost time accident! This is the first Platinum Award presented by MIOSHA in almost four years.

MIOSHA Director **Doug Kalinowski** presented the award to **Randy Tucker**, Plant Manager; **Neal Jones**, President & Business Agent, Bakery, Confectionery, Tobacco Workers & Grain Millers International Union, Local 81; and the **Joint Safety Committee**.

"It is a distinct honor to present the Platinum Award to one of Traverse City's outstanding corporate citizens," said Kalinowski. "Your record of nearly eight years and nine million work hours without a lost time accident is an astounding success!"

The award presentation was part of the company's annual Service Awards Banquet. Representatives from Sara Lee Food and Beverage Headquarters Supply Chain, local plant management, and Traverse City plant Safety Committee members participated in the event.

"This award truly represents the commitment that every single Traverse City employee has toward their personal safety and that of their co-workers. It is a remarkable achievement! This clearly demonstrates the high level of manufacturing competence that exists in the Traverse City plant," said Tucker.

The core members of the **Joint Safety Committee** include: **Mike Myers**, Chief Steward and Process Support Specialist, Shipping/Receiving; **Dan Bristol**, Local 81, Vice President and Master Mechanic; **Bob Besore**, Local 81, Member at Large and Process Support Specialist, Production Maintenance; **Scott Pryde**, Environmental/PSM Manager; **Charlie Kinzel**, PE, Electrical Controls Engineer; **Bob Allen**, Maintenance Manager; **Bill Pratt**, Technical Services Manager; and **Suzi Anderton**, Environmental Health & Safety Manager.

With 620 employees, the Traverse City plant manufactures frozen baked and unbaked pies, premium HiPies®, unbaked pie shells, cream and meringue-topped pies, parfait dessert cups, quiche, and unbaked cheese cakes. Sara Lee Food & Beverage is the leading North American retail food division of Sara Lee Corporation (NYSE: SLE).

## Sherwin-Williams – Holland

The Sherwin-Williams Holland facility received the **MVPP Rising Star Award** for an outstanding safety and health program on June 13<sup>th</sup>. CET Director **Connie O'Neill** presented the award to Safety Committee Members **Derrell Moore**, Tank Yard Operator, and **Don Dombrowski**, Charging Room Operator.

Also participating in the ceremony were **Art Johnson**, Holland Site Manager; **Clark Folkert**, Holland Site Operations Manager; **Paul Boesenecker**, Holland Safety & Compliance Manager; and Sherwin-Williams Consumer Group representatives **Mike Jennings**, Associate Director of Safety, and **Jeff Dwigans**, Director of Aerosol Operations.

"We are extremely proud that all of our employees worked so hard to receive this prestigious award," said Johnson. "Our MVPP success, particularly in the area of process safety management, can be a realistic goal for Sherwin-Williams companies nationwide."

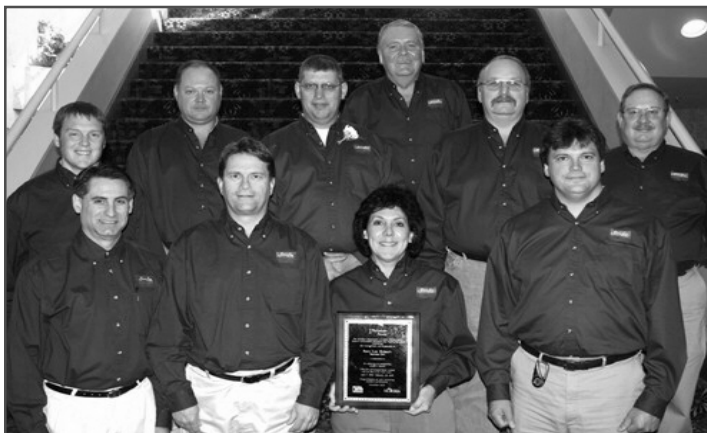
The Holland facility employs about 170 workers, and is a custom packager of aerosol and non-aerosol industrial and consumer products. The MIOSHA Process Safety Management (PSM) standard, Part 91, applies at this site because they utilize large quantities of acetone, liquefied petroleum gas, and other flammable liquids.

The company has an excellent safety and health management system in place. Some of their best practices include: accident investigation procedures by special teams on each shift; safety leadership; process safety management procedures; and risk/exposure assessments for health concerns.

The MIOSHA onsite review team consisted of **Doug Kimmel**, MVPP Specialist, **Fred Kirkland**, CET Health Consultant, and **Robert Carrier**, CET Safety Consultant. **Mike Mason**, CIH, Industrial Hygiene Specialist, General Industry Safety and Health Division, provided PSM expertise.

At a MIOSHA staff meeting, Holland site representatives will explain how the MVPP and concurrent Process Safety Management journey has positively impacted the site's safety, quality, customer service, employee engagement, morale and financial performance.

Founded in 1866, Sherwin-Williams is one of the world's leading companies engaged in the manufacture, distribution and sale of coatings and related products to professional, industrial, commercial and retail customers ([www.sherwin-williams.com](http://www.sherwin-williams.com).)



*Front: Neal Jones, Pres. & BA-BCTGM #81; Randy Tucker, General Mgr.; Suzi Anderton, EH&S Mgr.; Charlie Kinzel, Sr. Controls Eng. Back: Scott Pryde, Env/PSM Mgr.; Mike Myers, Chief Steward-BCTGM #81; Dan Bristol, Master Mech.; Bill Pratt, Tech. Services Mgr.; Bob Besore, Master Mech.; Bob Allen, Main. Mgr.*



*Front: Bill Meyers, Sheila Ide, Derrell Moore, Don Dombrowski, Eve Rose, Bobby Gibson, Fred Kirkland, Connie O'Neill. Middle: Mike Jennings, Mickey Wright, Paul Boesenecker, Reggie Horvath. Back: Jeff Dwigans, Art Johnson, Clark Folkert, Butch Riddle, Carlos Lopez, Tom Hill, Doug Kimmel, Robert Carrier.*

# Education & Training Calendar

Date	Course Location	MIOSHA Trainer Contact	Phone
<b>July</b>			
26	Ergonomic Principles Houghton	Barry Simmonds Cookie Maki	906.226.6591
26	Elements of a Safety & Health Management System Holland	Micshall Patrick Brian Cole	616.331.7180
27	General Fall Protection Midland	Tom Swindlehurst Staff	989.837.2332
<b>August</b>			
9	Guarding for Manufacturing Gaylord	Doug Kimmel Mark McCully	989.705.3601
14	Power Lockout & Confined Space Entry Holland	Quenten Yoder Brian Cole	616.331.7180
22	Supervisor's Role in Health and Safety Clarkston	Richard Zdeb Peggy DesRosier	248.625.5611
23	When MIOSHA Visits Charlevoix	Anthony Neroni Shelly Hyatt	231.546.7264
23	Recordkeeping, Accident Investigation & Work-Comp Strategies Port Huron	Richard Zdeb Carter Hitesman	810.982.8016
<b>September</b>			
6	MIOSHA Safety and Health Seminar Detroit	Sherry Scott Paula Miller	313.874.9470
7, 14, 21	MIOSHA Fundamentals of Safety and Health Battle Creek	Quenten Yoder Connie Dawe	269.965.4137
12 & 13	Two-Day Mechanical Power Press Clarkston	Richard Zdeb Peggy DesRosier	248.625.5611
12 & 13	MIOSHA 10-Hour for Construction Bloomfield Hills	Patrick Sullivan Patricia Dufresne	248.972.1133
13 & 14	Industrial Hygiene for the Safety Professional Livonia	Sherry Scott Arlene Cook	734.487.6991
19	Recordkeeping of Occupational Injuries and Illnesses Kalamazoo	Micshall Patrick Lisa Boreham	269.342.0139
27	MVPP and MSHARP Application Workshop Houghton	Doug Kimmel David Borrett	906.226.4809
26	When MIOSHA Visits Holland	Micshall Patrick Brian Cole	616.331.7180
26	Excavations: The Grave Danger and Mobile Equipment Needs Brighton	Patrick Sullivan M. J. Takagi	810.227.6210
28	Self Inspection to Identify Hazards Holland	Micshall Patrick Brian Cole	616.331.7180
<b>October</b>			
24	Accident Investigation and Job Safety Analysis Niles	Jerry Swift Chris Smith	269.687.5648
24	MIOSHA Cranes and Rigging Safety Midland	Tom Swindlehurst Maria Sandow	989.837.2332
26	Steel Erection: MIOSHA Construction Safety Standard Part 26 Midland	Tom Swindlehurst Maria Sandow	989.837.2332

Co-sponsors of CET seminars may charge a nominal fee to cover the costs of equipment rental, room rental, and lunch/refreshment charges. For the latest seminar information check our website, which is updated the first of every month: [www.michigan.gov/miosha](http://www.michigan.gov/miosha).

## Construction Safety Standards Commission

### Labor

Mr. D. Lynn Coleman  
Patrick "Shorty" Gleason  
Mr. Gregg A. Newsom  
Mr. Larry Redfearn\*\*

### Management

Mr. Donald V. Staley  
Mr. Peter Strazdas  
Ms. Valerie J. Warren  
Mr. Timothy B. Wise\*

### General Public

Dr. Ram Gunabalan

## General Industry Safety Standards Commission

### Labor

Mr. Dwayne F. Betcher  
Mr. William L. Borch  
Mr. Karl E. Heim  
Mr. Jeffrey Radjewski

### Management

Mr. Dennis M. Emery  
Mr. Thomas J. Pytlík  
Mr. George A. Reamer  
Vacant

### General Public

Vacant

## Occupational Health Standards Commission

### Labor

Dr. G. Robert DeYoung\*  
Ms. Margaret Robinson Faville  
Mr. Ricardo L. Longoria  
Ms. Margaret Vissman\*\*

### Management

Mr. David L. Glynn  
Mr. John E. Miller  
Mr. Gary R. Novak  
Mr. Ronald J. Torbert

### General Public

Mr. Satyam R. Talati

\*Chair \*\*Vice Chair

# Standards Update

## Governor Appoints New Commissioners

Governor Granholm appointed three new members to the General Industry Safety Standards Commission effective April 19, 2006. MIOSHA welcomed them as visitors to a meeting on April 18th, held in conjunction with the Michigan Safety Conference.

The new commissioners had an opportunity to observe a meeting prior to their appointment date and the retired commissioners were able to pass on advice and procedures. The General Industry Safety Standards Commission consists of nine members and provides rules that establish workplace standards to protect the life and health of workers in Michigan.

## General Industry Safety Standards Commission

**Dwayne F. Betcher** of Allegan, library assistant at the Herrick District Library and Secretary/Treasurer of the Service Employees International Union. Mr. Betcher is appointed to represent public employees for a term expiring March 26, 2007. He succeeds Michael D. Koehs who served for ten years.

**William L. Borch Jr.** of Bay City, up-state business agent with the Ironworkers Local Union No. 25. Mr. Borch is appointed to represent labor for a term expiring March 26, 2008. He succeeds James J. Baker who served for six years.

## Communication Tower Advisory Committee

The Construction Safety Standards Commission has formed a Communication Tower Advisory Committee. This committee is directed to draft a proposed communication tower erection standard. The first meeting was in March 2006. The committee is made up of five labor representatives, four management representative, and two technical advisors, as listed below.

All MIOSHA meetings are open to the public. If you would like to attend a meeting visit our website at [www.michigan.gov/mioshastandards](http://www.michigan.gov/mioshastandards). The meeting schedules are located under the "Commissions, Committees, and Public Hearings" section, or you may contact our office for the next meeting date.

### Management Representatives

**Terry L. Martin**  
Northern Tower Erection Company  
**Patrick McGuirl**  
Newkirk Electric Associates Inc.  
**Vincent J. Palazzolo**  
Northern Tower Connections Inc.  
**Terry Sharp Jr**  
Grant Tower Inc.

### Labor Representatives

**William L. Borch, Jr.**  
Ironworkers Local Union 25  
**James M. Conle**  
Grant Tower, Inc.  
**Rex DeVree**  
I.B.E.W. Local 876  
**Keith T. Sarns**  
I.B.E.W. Local 876  
**Zane Preston Walker**  
Iron Workers Local Union 25

### Technical Advisors

**Donald T. Doty**  
Doty Moore Tower Services LLC  
**Patrick M. Howey**  
National Association of Tower Erectors

## Rule Part 8., Portable Fire Extinguishers, Amended

General Industry Safety Administrative Rule Part 8 Portable Fire Extinguishers was amended effective May 15, 2006.

The amendments require that the correct type of fire extinguishers are used in a Class 'K' fire, which is a fire in cooking appliances that involve combustible vegetable or animal oils and fats. The amendments also remove the soda and acid type fire extinguishers, as they are considered obsolete and dangerous. They should be removed from service.

Copies of the amended standard may be obtained by downloading a copy from our website at [www.michigan.gov/mioshastandards](http://www.michigan.gov/mioshastandards). The amendments are located under the "What's New" section. Or you may contact our office at 517.322.1845, and a hard copy will be mailed to you.

To contact any of the Commissioners or the Standards Section, please call 517.322.1845.



# Status of Michigan Standards Promulgation

(As of June 16, 2006)

## Occupational Safety Standards

### General Industry

Part 05.	Scaffolding (Joint w/GI-58 & CS-32) .....	At Advisory Committee
Part 08.	Portable Fire Extinguishers .....	Amended, effective 5/15/06
Part 17.	Refuse Packer Units .....	Approved by Commission for review
Part 19.	Crawler, Locomotive, & Truck Cranes .....	Approved by Commission for review
Part 20.	Underhung Cranes & Monorail Systems .....	Approved by Commission for review
Part 50.	Telecommunications (Joint) .....	Final, effective 10/11/05
Part 58.	Vehicle Mounted Elev. & Rot. Platforms (Joint w/GI-5 & CS 32) .....	At Advisory Committee
Part 62.	Plastic Molding .....	Approved by Commission for review
Part 79.	Diving Operations .....	Approved by Commission for review
Pending	Ergonomics (Joint) .....	At Advisory Committee

### Construction

Part 01.	General Rules .....	Approved by Commission for review
Part 02.	Masonry Wall Bracing .....	Approved by Commission for review
Part 12.	Scaffolds & Scaffold Platforms .....	Approved by Commission for review
Part 22.	Signals, Signs, Tags & Barricades .....	Public hearing 5/18/06
Part 26.	Steel Erection .....	At Commission for review
Part 30.	Telecommunications (Joint) .....	Final, effective 10/11/05
Part 31.	Diving Operations .....	Approved by Commission for review
Part 32.	Aerial Work Platforms (Joint w/GI 58) .....	At Advisory Committee
Pending	Communication Towers .....	At Advisory Committee

## Occupational Health Standards

### General Industry

Part 301.	Air Contaminants for General Industry .....	Approved by Commission for review
Part 315.	Chromium (VI) for General Industry .....	Submitted to SOAHR for review
Part 504.	Diving Operations .....	Approved by Commission for review
Part 526.	Open Surface Tanks .....	Reviewed by internal staff
Part 528.	Spray Finishing Operations .....	Reviewed by internal staff
Part 529.	Welding, Cutting & Brazing .....	Approved by Commission for review
Pending	Diisocyanates .....	Submitted to SOAHR for review
Pending	Ergonomics (Joint) .....	At Advisory Committee
Pending	Latex .....	Approved by Commission for review

### Construction

Part 601.	Air Contaminants for Construction .....	Submitted to SOAHR for review
Part 604.	Chromium (VI) for Construction .....	Submitted to SOAHR for review
Part 681.	Radiation in Construction - Ionizing and Nonionizing .....	Final, effective 10/10/05

*The MIOSHA Standards Section assists in the promulgation of Michigan occupational safety and health standards. To receive a copy of the MIOSHA Standards Index (updated March 2006) or for single copies and sets of safety and health standards, please contact the Standards Section at 517.322.1845, or at [www.michigan.gov/mioshastandards](http://www.michigan.gov/mioshastandards).*

RFR Request for Rulemaking  
 SOAHR State Office of Admin. Hearings and Rules  
 LSB Legislative Services Bureau  
 JCAR Joint Committee on Administrative Rules

# WEB UPDATE

It is MIOSHA's goal to continuously improve the availability of information on our website. This includes placing CET seminar brochures, new safety and health fact sheets, MIOSHA standards, and MIOSHA policies, on the web when our staff receives them.

As we increase the amount of MIOSHA information on the web, we want to make sure Michigan employers and employees know what's available. We do this routinely for MIOSHA standards and CET information with email announcements.

## How Does MIOSHA Use Email Lists?

The MIOSHA email lists are one-way distribution lists where subscribers only receive information and do not interact with other list members. The quick turn-around time of email facilitates communication that is fast, precisely timed, and targeted to those who are truly interested.

The "MIOSHA Standards Mailing List" is used to inform subscribers of public hearings and changes to MIOSHA standards. Most recently, subscribers received an email about amendments to General Industry Safety Standard, Part 8, Portable Fire Extinguishers.

The "CET Mailing List" is used to inform subscribers of upcoming seminars and CET outreach activities like "Take A Stand Day." On May 10th, subscribers received an email about the new MIOSHA Training Institute and six CET seminars scheduled in May across the state.

## How Do You Subscribe?

To subscribe to either MIOSHA mail list, visit our website at [www.michigan.gov/miosha](http://www.michigan.gov/miosha).

To subscribe to the standards list: click on the "Standards & Legislation" link, and then click on the mail list in the "Spotlight" section.

To subscribe to the CET announcements list: click on the "Consultation, Education & Training" link, and then click on the announcement list in the "Training & Education" section.

If you need further assistance, please contact the MIOSHA Standards Section at 517.322.1845, or the Consultation Education and Training (CET) Division at 517.322.1809.



# Variations

Published July 21, 2006

**Following are requests for variances and variances granted from occupational safety standards in accordance with rules of the Department of Labor & Economic Growth, Part 12, Variances (R408.22201 to 408.22251).**

## Variances Requested Construction

**Part and rule number from which variance is requested**  
Part 32 - Aerial Work Platforms: R408.43209, Rule 3209, 3209 (8) (b), 3209 (9)

### Summary of employer's request for variance

To allow employer to firmly secure scaffold planks to the top of the intermediate rail of the guardrail system for use as a work platform provided certain stipulations are adhered to.

### Name and address of employer

Dee Cramer, Inc.

### Location for which variance is requested

University of MI Cardio Vascular Center, Ann Arbor

### Name and address of employer

John E. Green Company

### Location for which variance is requested

Little River Casino, Manistee

### Name and address of employer

Michigan Mechanical Insulation, Inc.

### Location for which variance is requested

University of Michigan Cardio Vascular Ctr., Ann Arbor

### Name and address of employer

Midwest Steel, Inc..

### Location for which variance is requested

Barton-Malow Providence Park Hospital, Novi

### Name and address of employer

Monroe Plumbing & Heating

### Location for which variance is requested

University of MI Cardio Vascular Center, Ann Arbor

### Name and address of employer

Superior Electric Great Lakes Company

### Location for which variance is requested

GM Powertrain, Pontiac

## Variances Granted Construction

**Part and rule number from which variance is requested**  
Part 10 - Lifting & Digging Equipment: Rule R408.41005 a(2), Rule 1005 a(2); Reference ANSI Standard B30.5 "Mobile and Locomotive Cranes". 1994 Edition; Section 5-3.2.1.2b

### Summary of employer's request for variance

To allow employer to rig certain loads to the load line of a crane above the overhaul weight in accordance with certain stipulations.

### Name and address of employer

John E. Green Company

### Location for which variance is requested

Little River Casino, Manistee

### Name and address of employer

Lansing Board of Water & Light

### Location for which variance is requested

As reported in Item #1 in Terms of Temporary Variance

**Part and rule number from which variance is requested**  
Part 32 - Aerial Work Platforms: R408.43209, Rule 3209 (8)(b), Rule 3209 (9)

### Summary of employer's request for variance

To allow employer to firmly secure a scaffold plank to

the top of the intermediate rail of the guardrail system of an aerial lift for limited use as a work platform provided certain stipulations are adhered to.

### Name and address of employer

Commercial Contracting Corp.

### Location for which variance is requested

General Motors Lansing Grand River Plant, Lansing

### Name and address of employer

Comunale Co. Inc.

### Location for which variance is requested

GM Powertrain Lab Expansion, Pontiac

### Name and address of employer

De-Cal Mechanical, Inc.

### Location for which variance is requested

DTE Energy Zug Island, Detroit

### Name and address of employer

J C Jimenez Construction

### Location for which variance is requested

Detroit Institute of Arts, Detroit

### Name and address of employer

Limbach Company LLC.

### Location for which variance is requested

Pfizer Building 36, Ann Arbor

### Name and address of employer

Midwest Steel, Inc.

### Location for which variance is requested

T. R. E. MGM Detroit Grand Casino, Detroit

### Name and address of employer

Pontiac Ceiling & Partition Co., LLC.

### Location for which variance is requested

GM Powertrain, Pontiac

## Variances Requested General Industry

**Part and rule number from which variance is requested**  
Part 17 - Refuse Packer Units: Rule 1732(1)

### Summary of employer's request for variance

The employer has requested to utilize an interlocked gate in conjunction with stop plates, uniform trash containers place by powered industrial trucks in lieu of the fixed barrier.

### Name and address of employer

ODL Inc. Plant 1 & 2

### Location for which variance is requested

215 E Roosevelt Ave., Zeeland

**Part and rule number from which variance is requested**  
Part 17 - Refuse Packer Units: Rule 1732(1)

### Summary of employer's request for variance

The employer has requested to utilize an interlocked gate in conjunction with stop bars and uniform trash carts in lieu of the fixed barrier.

### Name and address of employer

Knappe & Vogt

### Location for which variance is requested

2700 Oak Industrial Park Dr NE, Grand Rapids

**Part and rule number from which variance is requested**  
Part 14 - Conveyors

### Summary of employer's request for variance

The employer has requested to use a cable system to secure laundry bags when bags are being conveyed in lieu of a pan or screen type guard over walkway, passage-way or work areas.

### Name and address of employer

Arrow Uniform Rentals

### Location for which variance is requested

6400 Monroe, Taylor



# MIOSHA News Quiz

## Topic: General Knowledge

By: Barton G. Pickelman, CIH  
Industrial Hygiene Specialist  
General Industry Safety & Health Division

### Questions

1. What Michigan Governor signed Act 154, the Michigan Occupational Safety & Health Act?
  - A. George Romney
  - B. John Engler
  - C. James Blanchard
  - D. William G. Milliken
2. If the employer requires the use of a filtering-facepiece (dust mask) respirator. How often must employees pass a fit-test?
  - A. Never
  - B. Every 6 Months
  - C. Every Year
  - D. Every 3 Years
3. Air pressure at the discharge end of a portable air blow gun or air hose shall be less than \_\_\_\_ pounds per square inch (PSI) gauge when dead-ended?
  - A. Fifty
  - B. Thirty
  - C. Sixty
  - D. Twenty
4. When employee noise exposures equal or exceed the action level of 85 dBA, the employer must provide employees with:
  - A. Annual noise training
  - B. Annual hearing tests (audiograms)
  - C. Voluntary hearing protection
  - D. All of the above
5. A "Confined Space" means a space that:
  - A. Is large enough and so configured that an employee can bodily enter and perform work.
  - B. Has limited or restricted means for entry or exit.
  - C. Is not designed for continuous employee occupancy.
  - D. All of the above.
6. A belt and pulley which is \_\_\_\_ feet or less above the floor or platform and which is exposed to contact shall be guarded?
  - A. Seven
  - B. Ten
  - C. Five
  - D. Eight
7. The Act requires an employee to file a charge of discrimination within how many days?
  - A. 90 days
  - B. 30 days
  - C. 60 days
  - D. 15 days
8. A work rest for an off hand grinder shall be

adjusted and maintained to within \_\_\_\_ inch of the abrasive wheel?

- A. 1/4
  - B. 1/2
  - C. 1/3
  - D. 1/8
9. A permit to operate a powered industrial truck shall be valid for \_\_\_\_ years from the date of issuance?
    - A. Five
    - B. Two
    - C. Three
    - D. Four
  10. Part A - "\_\_\_\_ Liquid" means any liquid having a flashpoint at or above 100 degrees, but below 200 degrees Fahrenheit. Part B - "\_\_\_\_ Liquid" means any liquid having a flashpoint below 100 degrees Fahrenheit.
  11. According to the "2004 Annual Report on Work Related Asthma in Michigan," what were the top two occupational asthma causing agents identified by the Michigan SENSOR Program?
  12. True or False - If you see a MIOSHA representative in your facility conducting an audit it must be a MIOSHA compliance officer?
  13. True or False - If an employee files a health or safety complaint with MIOSHA they have the right to keep their name from being revealed during the investigation?

### Answers

1. D - William G. Milliken
2. C - Every Year
3. C - 60 days
4. D - All of the above. Part 380, Occupational Noise Exposure - Rule 7(1)
5. D - All of the above. Part 490, Permitted-Required Confined Spaces - (b) Definitions
6. A - Seven. Part 7, Guards for Power Transmission - (f) Fit Testing
7. B - 30 days.
8. D - 1/8. Part 1A, Abrasive Wheels - Rule 114(2).
9. C - Three years. Part 21, Powered Industrial Trucks - Rule 215(4)(5).
10. Part A - "Combustible Liquid." Part B - "Flammable Liquid."
11. #1 Isocyanates, and #2 Metal-Working Fluids.
12. False. The MIOSHA representative conducting the audit may be from compliance or from the Consultation Education & Training Division.
13. True.

### Noise-Induced Hearing Loss

Cont. from Page 6

the regulations. To get this service, the employer must agree to correct any serious hazards found. The Self-Help Program of CET assists employers in conducting their own evaluations of noise in their workplace by loaning out noise monitoring equipment. In addition, the CET Division conducts hazard surveys for noise and can provide training on noise. The CET Division can be reached at (517) 322-1809.

Small employers are often surprised to discover that they already have industrial hygiene consulting services available to them free of charge through their workers compensation insurance carrier. The service is part of their insurance package. If this is the case, a loss control agent can come to your workplace to monitor noise levels and evaluate your program for compliance with the regulations. Some carriers may charge a fee for this service—call your insurance company to find out.

Also free of charge is the employer's enforcement of its own hearing protection policies. It costs nothing for the safety and health manager to walk through the facility periodically to make sure everyone is wearing hearing protection.

Employees who do not abide by the policy can be given gentle reminders and re-education. For repeat offenders, many companies apply formal discipline. Simple steps like these can ensure that workers keep their precious sense of hearing well into old age. ■

### Pro-Tech Environmental Update Discrimination Case Reversed and Appealed

The Winter 2006 issue of the MIOSHA News included an article on a discrimination case regarding Pro-Tech Environmental & Construction Services, Inc.

The article indicated that the Administrative Law Judge ordered reinstatement, back pay with interest, and attorney fees. It also indicated that Pro-Tech had appealed the decision to Montcalm County Circuit Court.

Since the time of the publication, the Circuit Court found on the side of the employer, reversing the decision of the Administrative Law Judge. The employee and the attorney representing him are pursuing leave to the Michigan Court of Appeals.



## Walbridge Barton Malow Partnership

Cont. from Page 1

and **Walter R. Mabry**, Executive Secretary/Treasurer, Michigan Regional Council of Carpenters and Millwrights.

"When the building trades hear about industry owners, contractors and state government taking the initiative to commit to a goal of **zero injuries** on construction sites, it gets our attention," said **Patrick Devlin**. "As we go forward with the construction of the North Terminal, we are extremely pleased that this initiative has been put into place to help workers."

"The greatest accomplishment made at any construction jobsite is not the completion of a project—but that every worker on the jobsite returns home safely to their family at the end of the day," said **Walter R. Mabry**. "The Michigan Regional Council of Carpenters and Millwrights are proud to partner in this venture that enhances safety practices and job site productivity."

Partnerships are an important emphasis in MIOSHA's Strategic Plan to improve the health and safety of workers through cooperative relationships with groups, including trade associations, labor organizations, and employers. Partnerships move away from traditional enforcement methods and embrace collaborative agreements.

"This joint venture between Walbridge Aldinger and Barton Malow brings together two great organizations with the same philosophy—zero tolerance for unsafe acts and conditions. Partnering with MIOSHA allows us to utilize all the team members in the pursuit of that goal," said **Mark S. Klimbal**, CSP, Corporate Safety Director, Barton Malow Company.

"This partnership agreement will help us in our ultimate goal of **zero injuries** on a very



large and complex construction project. The active integration of the Walbridge Barton Malow Safety and Health Program will further the fundamental goal of **zero injuries**," said **Steve Clabaugh**, Asst. Vice President – Safety, Walbridge Aldinger.

### Key Partnership Elements

The "North Terminal Redevelopment Project" partnership agreement has been established to raise awareness and promote safety for all personnel employed in the Detroit Metropolitan Airport construction project. Recognizing that engineering techniques alone are not enough to ensure that exposure to hazards are controlled, the program includes coordination, monitoring and educating the personnel involved in the

project. These components will be implemented through the same principles of management control applied throughout all phases of the project.

Walbridge Barton Malow and the partnering trade unions and subcontractors endorse the ultimate goal of **zero injuries** on the North Terminal project. The key elements to WBM's site specific Safety and Health Program for the project include:

- Adherence to all safety policies, procedures, and MIOSHA standards.
- 100 percent fall protection over 6 feet, including steel erection and roof work.
- 100 percent eye protection.
- All crane operators will be Certified Crane Operators (CCO).
- Substance abuse testing through M.U.S.T. or equivalent program—adherence by all trade contractors.
- Pre-Task Analysis (PTA's) to be completed and submitted to WBM by contractors prior to beginning critical work.
- Contractors shall provide a Competent and/or Qualified Person for work operations as identified by MIOSHA standards and/or WBM.
- WBM and the partnering employers on this project will uniformly enforce a disciplinary action plan for employees who fail to work in a safe manner. Automatic dismissal shall result from any willful or deliberate violation of safety rules.

The **Greater Detroit Building and Construction Trades Council** and its affiliate unions are supportive of this partnership. The partnering unions include:

- Michigan Regional Council of Carpenters and Millwrights;
- Asbestos Workers Local 25;
- Bricklayers Local 1;
- Boilermakers Local 169;
- Cement Masons Local 514;
- I.B.E.W. Local 58;
- Iron Workers Local 25;
- Laborers Local 334;
- Laborers Local 1076;
- Laborers Local 1191;
- Operating Engineers Local 324;
- Painters D.C.;
- Pipefitters Local 636;
- Plumbers Local 98;
- Roofers Local 149;
- Sheet Metal Local 80;
- Sprinkler Fitters Local 704;
- Teamsters Local 247; and
- Tile, Marble & Terrazzo Local 32.



*All partners of the Walbridge Barton Malow North Terminal Redevelopment Project are committed to complete the project with zero injuries.*

The partnership does not preclude MIOSHA from enforcing its mission of addressing complaints, fatalities, or serious accidents, nor does it infringe on the rights of employees to report workplace hazards.

"The MIOSHA program is dedicated to working with employers to find innovative ways to enhance workplace safety and health," said MIOSHA Director **Doug Kalinowski**. "Through partnerships, MIOSHA can offer employers a voluntary, cooperative relationship to eliminate serious hazards and achieve a high level of safety and health."

### The North Terminal Project

All airlines currently operating out of the aging Smith and Berry Terminals will move into the North Terminal upon its completion in 2008. Several international carriers, including British Airways, Lufthansa and Royal Jordanian will move from the McNamara Terminal.

The new facility will include a new apron, aircraft fueling, state-of-the-art security and baggage screening. The two-level design makes extensive use of glass to provide ample natural light. The North Terminal will also provide an attractive selection of shops, restaurants and services.

Gensler is lead architect, with Ghafari Associates serving as consultant; the Barton Malow/Walbridge Aldinger joint venture is construction manager. The team broke ground in spring 2006, with occupancy scheduled for 2008.

Headquartered in downtown Detroit, Walbridge Aldinger employs a professional staff of more than 600. The company provides a complete range of program management and design build services in all market segments of the construction industry. Visit [www.walbridge.com](http://www.walbridge.com) for additional information.

Headquartered in Southfield, Barton Malow employs 1,550 full-time staff, and has experience in 37 states and the District of Columbia. Their revenues for the previous five years were in excess of \$1 billion annually. Visit [www.bartonmalow.com](http://www.bartonmalow.com) for information. ■

## Workplace Crisis Management

Cont. from Page 4

protocols as defined in the NIMS.

The objectives of a “**Crisis Management Program**” are to:

- Protect life and health,
- Protect the interests of the company and the employees,
- Prepare to take prudent crisis management actions, and
- Recover from a workplace emergency.

To realize these objectives, employers should create a crisis management structure, team and program. All involved crisis responders should be trained and all plans tested. There are three phases of crisis management:

■ **Preparedness** - those actions and initiatives developed prior to the incident and include: Risk Assessment and Vulnerability Analysis, Planning, Crisis Training Exercises and Mitigation.

■ **Response** - entails reactions to and managing the incident itself, until it is resolved.

■ **Recovery or Business Resumption** - processes focused on repair of damages, recovery and return to normal activities.

### Emergency Management Guide

FEMA has produced an excellent step-by-step guide, “**Emergency Management Guide for Business and Industry**,” on how to create and maintain a comprehensive emergency management program. They list four key steps in the crisis planning process: establish a crisis team, conduct a risk analysis of hazards and capabilities, develop the plan, and implement the plan ([www.fema.gov](http://www.fema.gov)). The information can be applied to virtually any type of business or industry.

#### 1. Establish a Crisis Team

A crisis team is essential to the organization because there must be trained individuals to manage emergencies when they arise. In a large organization, the typical crisis team is often composed of a team leader and representatives from: finance, facilities, public relations, legal, operations, health and safety, security, human resources, information technology and often labor. With a small employer, the crisis team can function with representatives from health and safety, operations and human resources. In both instances, the team must have the support of senior management and the authority to take decisive actions when crises arise.

In the absence of internal resources, the team should develop “partnerships” with other local private and public agencies to supplement skills and resources that may be needed for incident stabilization and recovery. Such resources may include first responders, police and fire, local and state emergency response agencies, technical HAZMAT experts, humanitarian assistance, utilities and contractors.

#### 2. Conduct a Risk Analysis

A risk assessment is a process of identifi-

cation of business processes critical to the operation of the business, of internal and external hazards/threats to critical business processes and of the organizations’ response capabilities. Types of potential hazards may include natural disasters; utility outages; floods; fires; structural damages; safety system, power, communication, or human error failures; or deliberate acts of destruction.

After identifying risks, the business should then conduct a vulnerability analysis to determine the facility’s capabilities for handling emergencies, the possible impact of these events on business operations and the response resources needed to manage these events. This delineation leads to recovery activities the business will employ if a workplace emergency or critical incident occurs.

#### 3. Develop the Crisis Plan

The crisis plan is a document that “institutionalizes” the crisis program. It defines the responsibilities of key personnel and the approach to emergency management that includes direction and control of events, communication, life safety, community outreach, recovery, restoration, and administration and logistics. The plan also defines inter-relationships within the business, training strategies and how to coordinate with outside agencies.

#### 4. Implement the Crisis Plan

Implementation means more than simply exercising the plan during an emergency. It means acting on recommendations made during the vulnerability analysis, integrating the plan into business operations, training employees and evaluating the plan.

Important implementation activities include training and exercising the plan. There are a variety of exercises you might want to consider which include: orientation sessions for all employees, tabletop exercises, walk-through drills, functional drills, evacuation drills and full-scale exercises to insure that all personnel practice what to do.

Additionally, we recommend that a crucial aspect of crisis planning should be to **test** your plan! Auditing the plan once completed, and evaluating the process and outcomes of the different types of drills and exercises, helps identify inevitable gaps in the plan so that they may be fixed.

While no one can predict the occurrence of a workplace emergency, a well functioning crisis response program will demonstrate your company’s vision and commitment to the survival of your employees, your stakeholders, your customers, your business, and your community.

*Kenneth Wolf, Ph.D. and Marilyn Knight, MSW, are Crisis Management Consultants. They consulted with the U.S. Army at the World Trade Center and observed the impact this event had on emergency responders. They help companies develop comprehensive crisis management programs and are current CET grantees.* ■

## Heat Hazards in the Workplace

Cont. from Page 8

### Heat Stress Programs

A good heat stress program addresses engineering, work practice and administrative controls; workload assessment; personal protective equipment; medical surveillance; and training. Here are the steps an employer should take to establish a good heat stress program.

#### Engineering, Work Practice and Administrative Controls

■ Implement engineering controls to reduce employee exposure to heat stress by providing ventilation, air-cooling, shielding, insulation, etc.

■ Reduce employees’ metabolic workload by providing power assists and by reducing the time spent in a hot environment.

■ Schedule hot jobs during the cooler part of the day or season.

#### Work Load Assessment & PPE

■ Assess working conditions by measuring the heat stress index, prior to an employee’s assignment in a hot environment.

■ Follow a work/rest regimen that is based on the work conditions, an employee’s workload, PPE worn, etc. Employees should follow this regimen and be allowed to rest in a cool or an air-conditioned place.

■ Allow employees to acclimatize to heat by exposing them to the new hot environment for progressively longer periods.

■ Ensure employees are adequately hydrated. Drinking small quantities more often helps.

#### Training

■ Train employees on dangers of heat stress, on signs and symptoms, first aid procedures, dangers of using drugs and alcohol when working in hot environments, etc.

■ Train supervisors to detect heat stress symptoms, evaluate, and respond to illnesses.

#### Program Monitoring

■ Provide medical screening and medical surveillance programs.

■ Encourage employees to report heat-related illnesses/accidents and follow up on such incidents.

■ Frequently monitor employees’ exposure to heat stress and measure the effectiveness of the heat-stress program.

There are also many “don’ts” such as: taking salt tablets, drinking excess water or carbonated beverages in place of electrolyte replacement beverages, drinking alcohol or those with high sugar content after exposure, taking drugs, and ignoring signs and symptoms of heat stress.

If you have any questions, or need assistance, please call MIOSHA’s **Consultation, Education and Training (CET) Division** at 517.322.1809. Additional information and handouts can be obtained from [www.michigan.gov/miosha](http://www.michigan.gov/miosha); [www.osha.gov](http://www.osha.gov); and [www.cdc.gov/niosh/topics/heatstress](http://www.cdc.gov/niosh/topics/heatstress). ■

# How To Contact MIOSHA

<b>MIOSHA Hotline</b>	<b>800.866.4674</b>
<b>Fatality/Catastrophe Hotline</b>	<b>800.858.0397</b>
<b>General Information</b>	<b>517.322.1814</b>
<b>Free Safety/Health Consultation</b>	<b>517.322.1809</b>
<b>Injury &amp; Illness Recordkeeping</b>	<b>517.322.1848</b>

<b>Director</b>	<b>517.322.1814</b>	<b>Doug Kalinowski</b>
<b>Deputy Director</b>	<b>517.322.1817</b>	<b>Martha Yoder</b>

<b>DIVISION</b>	<b>PHONE</b>	<b>DIRECTOR</b>
Appeals	517.322.1297	Jim Gordon (Acting)
Construction Safety & Health	517.322.1856	Bob Pawlowski
Consultation Education & Training	517.322.1809	Connie O'Neill
General Industry Safety & Health	517.322.1831	John Brennan
Management & Technical Services	517.322.1851	John Peck

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**Michigan Occupational Safety and Health Administration**  
**Director: Douglas J. Kalinowski**

The MIOSHA News is a quarterly publication of the Michigan Occupational Safety and Health Administration (MIOSHA), which is responsible for the enforcement of the Michigan Occupational Safety and Health (MIOSH) Act.

The purpose is to educate Michigan employers and employees about workplace safety and health. This document is in the public domain and we encourage reprinting.

Printed under authority of the Michigan Occupational Safety and Health Act, PA 154 of 1974, as amended. Paid for with the state "Safety Education and Training Fund" and federal OSHA funds.

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*(25,000 copies printed at a cost of \$10,595 or \$0.42 per copy.)*